



ADVANCING THE EDGE: Assessment for the 2020s

OCTOBER 25-26 | ATLANTA
WORKSHOPS OCTOBER 24

John Scott, Chair, APTMetrics

Doug Reynolds, Chair, Development Dimensions International (DDI)

Planning Committee:

Emily Solberg, SHL

Eric Heggestad, UNC Charlotte

Fred Oswald, Rice University

Lynn Collins, BTS

Nikki Blacksmith, U.S. Army Research Institute for Behavioral and Social Sciences

Tracy Kantrowitz, PDRI, an SHL Company

SIOP would like to thank the 2019 Leading Edge Consortium Partners

Presenting Partner



Welcome Reception Partner



Friday Social Hour Partner: APTMetrics

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Coffee Breaks Partner: EchoSpan

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**Visit the SIOP resources page to download
the presentations from this consortium
www.siop.org/Leading-Edge-Consortium/Resources**

Greetings LEC Guests,

Welcome to the 15th Annual SIOP Leading Edge Consortium (LEC) in The Empire City of the South—Atlanta, GA.

This year's LEC brings together a diverse group of thought leaders to explore the evolving state of the science and practice of assessment in organizations. We can hardly wait to hear about the insights you gain and networking connections you make at the LEC!

Once again, the LEC begins with three strong preconsortium workshops, which provide a deeper dive into key emerging assessment topics. The main event follows and brings us all a unique opportunity to learn from our presenters and each other as we deepen our knowledge of the disruptive pace of change in the assessment field.

The outstanding 2019 LEC team includes the LEC planning committee—Doug Reynolds, John Scott, Nikki Blacksmith, Lynn Collins, Eric Heggstad, Tracy Kantrowitz, Fred Oswald, and Emily Solberg—as well as the SIOP Administrative Office staff. Their strong commitment to making this event a success has produced a program full of valuable insights and useful applications. As you participate in the consortium over the next few days, we invite you to share your learning with others and help ensure that the content of this #LEC2019 lives on far beyond our time together.

Thank you for being part of this important professional learning opportunity!



John Scott
Chair
APTMetrics



Doug Reynolds
Chair
Development Dimensions International
(DDI)

WIFI Information

Wireless name:
SIOPLEC

Password:
SHLTalentInnovation

(Password is case sensitive)

Mothering Room

A private space for nursing mothers is available in the Pittman Room.

See SIOP Registration Desk for access.

A simple line drawing of a woman in profile, holding a baby and nursing.

Thursday, October 24, 2019

7:30–8:30am: Coffee (Corridor)

8:30am–Noon: Morning Workshops

AI x AI: Let's Talk Assessment Innovation and Artificial Intelligence (Dunwoody Room)

Technology advances, including artificial intelligence and gaming, are creating new possibilities for more engaging, efficient, and predictive assessments. This workshop will focus on innovations for screening, cognitive ability and soft skill assessments, as well as applications for interviews. The workshop will go beyond the demos and user experiences to unpack the science and analytics underlying these next generation assessments to help attendees make informed decisions.

Robert Gibby (IBM), Faisal Ansari (Knockri), Matthew Neale (Revelian)



What Do We Know, Think We Know, and Know We Don't Know? Insights From the Latest Multidisciplinary Research on Assessment (Ravinia Room)

This workshop will highlight research from multiple disciplines relevant to the assessment space. The workshop will provide a brief update on recent research for “Old School Assessment” tools and approaches, as well as dive into the latest research on top assessment trends, such as: on-demand video interviews, multimedia simulations, modularization, gamification, mobile, and so on, and discuss the impact of research in other disciplines. Besides summarizing what is new, the workshop will identify key gaps in our knowledge and discuss how multidisciplinary research can help broaden our thinking about the future of selection.

Ann Marie Ryan (Michigan State University), Anthony Boyce (Amazon)



Validation Meets Innovation: Doing Selection Right in the 2020s! (Piedmont Room)

This workshop will explore issues related to job analysis, test development, criterion development, and validation as they apply to new assessment tools (e.g., selection procedures based on artificial intelligence, facial recognition, performance in games) that are emerging in our field. The content of this workshop is designed to refresh practitioners' skills, expand their knowledge base, and highlight areas in which best practices have not yet been defined and will be grounded in existing legal and professional guidelines.

Nancy Tippins (The Nancy T. Tippins Group), Fred Oswald (Rice University), Mort McPhail (Retired)

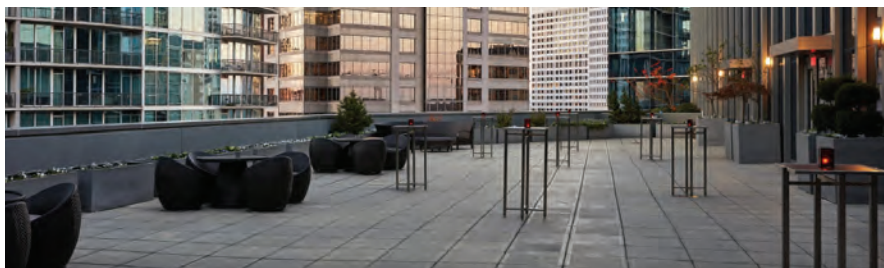


Noon–1:30pm: Lunch Break

Please note: Lunch is not provided with workshop registration.

1:30–5:00pm: Afternoon Workshops

7:30–9:00pm: Welcome Reception sponsored by BTS on The Terrace (Weather permitting, if inclement weather, reception will be moved to Overlook)



Friday, October 25, 2019

All events held in Ellington Ballroom unless otherwise noted

7:30–8:30am: Breakfast (Overlook)

8:30am: Welcome and Introduction

8:45am: Darko Lovric (Incandescent):



Taking a Venture Capitalist Perspective on People Analytics

New technologies are radically changing what we can know about how people engage with their work and each other. Assessment in many forms generate data from which a broad range of analytics are emerging that offer promise for generating new insights; these insights, in turn, may help organizations gain advantages. Many of these technologies are supported via a venture ecosystem. How are venture capitalists and accelerators evaluating the potential of these technologies and making their decisions? How does venture capitalism (VC) impact the design, validity, and usability of these assessments? How does VC inform psychologists' selection and use of these assessments? What can this tell us about the future focus of people analytics? In the fight of usability versus effectiveness, or science versus belief, who wins?

9:30am: Advances & Trends (Part 1)

Nathan Mondragon (HireVue):

*Whole Candidate Evaluation With AI:
Prediction of Job Success Without the Bias*

Robert Gibby (IBM):

AI-Based Candidate and Recruiter Job Matching

Daly Vaughn (Modern Hire):

Social Media and Selection



10:15am: Break sponsored by EchoSpan (Ellington Prefunction and Terrace)

10:45am: Advances & Trends (Part 2)

MQ (Mengqiao) Liu (Amazon):

Making Sense and Predictions From Unstructured Data in Assessment

Ken Lahti (SHL):

Innovations in Mobile Assessment of Talent

Seymour Adler (Kincentric):

Technology and Simulation Design: Opportunities and Cautions



11:30am: Richard Landers (University of Minnesota):

Reflections on Advances and Trends



11:45am: High Impact Practitioner Talks

Suzanne Tsacoumis (HumRRO):

High-Stakes, Rich-Media Simulations: Practical Applications

Ben Hawkes (Shell):

Artificial Intelligence: What Lies Between the Hype and the Hate?



12:15pm: Lunch (Overlook)

1:15pm: Adam Klein, Esq. (Outten & Golden LLP) and
Ken Willner, Esq. (Paul Hastings, LLP):
The Commercialization of Assessments: Managing the Risks



1:45pm: Regulations/Principles & Standards Update

Nancy Tippins (The Nancy T. Tippins Group):
Update on SIOP Principles Revision

Jenny Yang (Urban Institute):
A Perspective on Equity and the Algorithmic-Driven Hiring Process



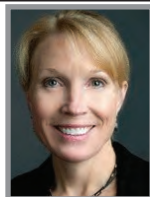
Kate Andresen, Esq. (Nilan Johnson Lewis):
Does GDPR Compliance Mean We're Covered for Any Data Privacy Laws?

2:30pm: Reflections on Legal and Standards Update
Kathleen Lundquist (APTMetrics)



2:45pm: Break sponsored by EchoSpan (Ellington Prefunction and Terrace)

3:15pm: Speed Benchmarking: Emily Solberg,
Jerilyn Hayward, Charles Handler, Daly Vaughn
(various rooms)



4:00pm: High Impact Practitioner Talk

Charles Scherbaum (Baruch):
Using Psychological Assessments to Predict Player Performance in the NFL



4:15pm: Thomas Dimitroff (General Manager, Atlanta Falcons)



Dean Stamoulis (Russell Reynolds Associates), Harold
Goldstein (The Graduate Center & Baruch College, CUNY):
An NFL General Manager's View on Assessment and Talent

NFL teams have started to place more emphasis on nonphysical characteristics when selecting athletes. Thomas Dimitroff, one of the longest tenured general managers in the NFL, will be interviewed by Drs. Stamoulis and Goldstein to address



how the Atlanta Falcons front office approaches player assessment. In addition, implications for the practice of industrial-organizational psychology will be discussed.

5:00pm: LEC Committee Chairs: Preview Day 2

Social Hour sponsored by APTMetrics in Ellington Prefunction

6:00pm: Networking Dinners (Meet in Ellington Prefunction by 5:45pm)

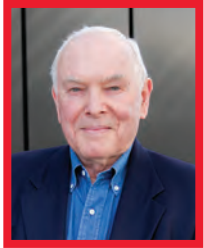
Saturday, October 26, 2019

All events held in Ellington Ballroom unless otherwise noted

7:00–8:00am: Breakfast (Overlook)

8:00am: Welcome, Opening

8:15am: Robert Hogan (Hogan Assessment Systems):



Personality Measurement: Yesterday, Today, and Tomorrow

Personality drives leadership, and leadership drives organizational effectiveness; ultimately, then, personality determines the fate of organizations. Writers as varied as Max Weber, Sigmund Freud, and Peter Drucker have made the same point. Modern research in personality assessment makes it possible to quantify this truth, an empirical fact with huge practical consequences.

8:45am: Advances in the Science of Assessment

Fritz Drasgow (University of Illinois):

Fake Resistant and Efficient Personality Assessment

Adam Meade (North Carolina State University):

Rapid Response Measurement: Reliable, Faking- Resistant Measurement in Less Than 20 Seconds

Scott Tonidandel (UNC-Charlotte):

Deriving Meaning From Unstructured Text: Assessing Leader Challenges Using Structural Topic Models



9:30am: Neal Schmitt (Michigan State University):

Reflections on Advances in the Science of Assessment



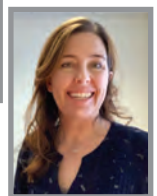
9:45am: High Impact Practitioner Talks

Tatana M. Olson (United States Navy):

Finding the “Right Stuff”: How Advances in Neuroscience and Biotechnology Enhance Selection for Extreme Work



Christina Norris-Watts (Johnson & Johnson): *Demystifying Gamified Assessment: Real-World Strategies and Lessons Learned*



10:15am: Break sponsored by EchoSpan (Ellington Prefunction and Terrace)

10:45am: Speed Benchmarking

(Emily Solberg, Jerilyn Hayward, Charles Handler) Various rooms

11:30am: Can Assessment Help Us Grow?: Linking Assessment to Development

Jessica Parisi (BTS):

High-Fidelity Assessments, Top Performers and Transformers

Erin Laxson (Hogan):

Using Personality Assessments to Guide Development of Effective Leaders



12:00noon: Lunch (Overlook)

1:00pm: Can Assessment Help Us Grow? (Part 2)

Sarah Stawiski (CCL):

Bringing on the Proof of Assessment-Intensive Development Programs

Evan Sinar (BetterUp):

Coaching-Centric Assessments: Deep Data to Fuel Guided Growth



1:30pm: Jose David (Facilitator; Merck):

Facilitated Discussion on Assessment for Development



1:45pm: High Impact Practitioner Talk

Matthew Dreyer (Prudential Financial):

The Full (Assessment) Monty: Accelerating Individual and Organizational Development



2:00pm: Paul Sackett (University of Minnesota):



Putting the Pieces Together:

Reflections on the Next Chapter of Assessment Progress

For this final presentation, Dr. Sackett assumes a discussant role, integrating ideas from the various presentations to offer a perspective on the future of assessment. He will prepare in advance a series of propositions regarding the future of assessment and then discuss how these propositions mesh with or are challenged by ideas presented at the conference.

2:45pm: Closing Summary/Debrief with audience/Departure

Thank you for attending
the 2019 LEC!

See you next year!

October 15-17, 2020

Hilton Minneapolis

Minneapolis, MN



Puzzled by identifying and developing future leaders?

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Introducing Cultural Dynamics Assessments That are as Unique as Your Culture

Nearly half of new hires fail in the first 18 months on the job*—often due to poor cultural fit. Yet, many companies don't measure cultural competence as part of their pre-hire regimen—or unsuccessfully attempt to do so with a culturally generic assessment. That's where APTMetrics' Cultural Dynamics Assessment (CDA) can help.

Join us Friday, October 25th at SIOP's LEC Social Hour at 5:00 p.m. in the Lowes Hotel's Ellington Prefunction area on the 14th floor.

There we will be raising a glass and celebrating the debut of our new CDA service—delivering one-of-a-kind, tailored cultural dynamics assessments that reflect the uniqueness of your company's culture and result in successful hires.

We hope to see you there.

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your talent is not a game

Machine Learning. Gamification. Artificial Intelligence. What do these terms actually bring to the table? Hogan knows there are no shortcuts when it comes to personality assessments that actually work. Over the last five decades, we've built our reputation on assessments that do what we say they do. Predicting performance is serious business, and **Hogan doesn't play games.**

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Table 4

The 360 feedback tool for everyone.

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- Consultant-friendly
- Customizable surveys
- Support for 100+ languages
- Customizable, unlimited reports
- Built-in development planner
- Vormetric data encryption
- GDPR-compliant
- Free 30-day trial

e c h o s p a n

The 360-Degree Feedback Company



How many different
assessment platforms
do you use?



ALL of your competencies in one place,
even the ones you have NO idea where they came from.

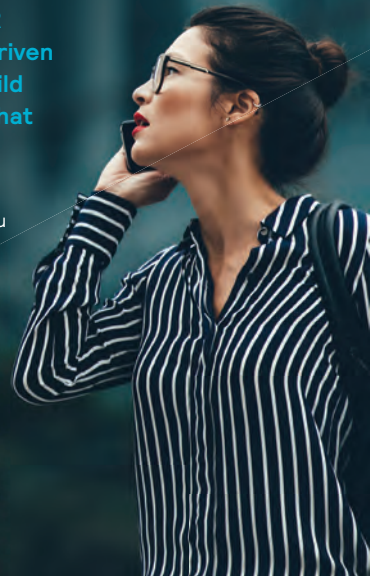
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SIOP Advanced Professional Development 2020 SIOP Annual Conference, Austin, Texas

All-New

Individual Leadership Assessment Course

Wednesday April 22, 2020

- The Secret Sauce: An Insider's Guide to Assessment Interpretation and Integration (Morning session Module 3)
- From Insight to Action: Advanced Approaches for Providing Assessment Feedback and Using it for Growth and Action (Afternoon session, Module 4)

Intended Audience: Advanced / Intermediate. Participants should have considerable individual leadership assessment experience

Course Leaders: Rob Silzer, PhD, Sandra Davis, PhD, Vicki Vandaveer, PhD

Approach: These are highly interactive sessions, leveraging the experience & insights of both participants & leaders. There is no requirement to first take Modules 1 & 2.

Further information will be provided in forthcoming SIOP announcements, in future *TIP* issues & on the SIOP website before registration opens



Resource Guide

Thank you to Hayley M. Trainer, MS, doctoral student, Industrial-Organizational Psychology, The University of Georgia, for preparing this guide.

Assessment

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- Hawkes, B. & Norris-Watts, C. (2019, April). New approaches to prehire assessment: Promises versus practicality. Preconference Workshop presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology Conference, National Harbor, MD.
- HumRRO. (n.d.). Engaging self-assessment tools. <https://www.humrro.org/corpsite/article/engaging-self-assessment-tools/>
- Norris-Watts, C. (2019, April). Science-business tradeoffs in selection and talent assessment. In M. Coates & M. Litano (Cochairs). *Tricky tradeoffs: The balancing act of science and practice*. Symposium presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Sydell, E., Grossman, K., Fecteau, J., Norris-Watts, C., Slezak, T., Girouard, M. (2019, April). *Candidate feedback: Has the time come?* Symposium + Panel Session combination presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Showler, M., Norris-Watts, C., Landers, R., Martin, N.R., & Pearce, M. (2018, April). *Make assessment boring again: Have game-based assessments become too much fun?* Panel Discussion presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Marcus -Blank, B., Norris-Watts, C. Congemi, P. Matchen, J. Pearce, M. (2017, April). *"That company is great!": Best practices for improving candidate experience*. Panel Discussion presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
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- Tippins, N. T., & Adler, S. (2011). *Technology-enhanced assessment of talent*. San Francisco, CA: Jossey-Bass.

Employee Selection

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Employment Law

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- Andresen, K. A. (2019, January). *Hot privacy and data security topics in retail*. Presentation at the Minnesota CLE 2019 Midwest Legal Conference on Privacy & Data Security, Minneapolis, MN,
- Andresen, K. A. (2018, April). *Cloud computing: Key considerations*. Private lecture for client.
- Andresen, K. A. (2018, January). *How to select a cybersecurity insurance carrier and policy*. Presentation at the Minnesota CLE 2018 Midwest Legal Conference on Privacy & Data Security, Minneapolis, MN,
- Andresen, K. A. (2016, November). *"The cyber" and security: Understanding HIPAA obligations and key considerations in limiting or mitigating liability risk for data breaches*. ADTA Talk, Association of Defense Trial Attorneys.
- Andresen, K. A. (2016). Travelers must cover inadvertent data disclosures, court rules. *Risk Management Monitor*, April 22. <https://www.riskmanagementmonitor.com/are-you-covered-for-inadvertent-data-disclosures-check-the-fine-print/>
- Andresen, K. A. (2016, January). *Cyber liability insurance: How to help your client make an informed decision to mitigate potential breach damages*, Presentation at the Midwest Legal Conference on Privacy and Data Security, Minnesota CLE, Minneapolis, MN.
- Andresen, K. A. (2015, October). *Cyber liability insurance: How to help your client make an informed decision*. Presentation at the Computer Law Institute, Minnesota CLE, Minneapolis, MN.
- Willner, K. (2016). Multi-plaintiff and class action sex harassment and retaliation cases: A defense perspective, in *litigating the gender harassment and retaliation case*. ABA TIPS.
- Willner, K. (2016, April). *Post-Dukes, are disparate impact claims the next wave of EEO class actions?* ABA National Conference on Equal Employment Opportunity Law, Section of Labor and Employment Law.
- Willner, K. (2019, August). *Developments in equal employment opportunity*. Presentation at NELI 39th Annual Public Sector EEO and Employment Law Conference, August 2019.
- Willner, K. (2017, April). *Burden of proof—can I-Os [industrial organization psychologists] and employment counsel successfully collaborate?* 32nd Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), Orlando, FL.
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- Willner, K. (2015, March). *Psychiatric and psychological exams of employees*. Practicing Law Institute, Psychological Issues in Employment Law.
- Willner, K. (2018, April). *Drug testing issues*. ALI, Airline and Railroad Labor and Employment Law: A Comprehensive Analysis.
- Willner, K. (2014, February/2013, March). *Class actions after Walmart*. ALI, Advanced Employment Law and Litigation Conference,

- Willner, K. (2014, February). Choosing and working with an expert witness/Class actions after Walmart. *ERS Group*. Employment Discrimination: Economic and Statistical Evidence Seminar.
- Willner, K. (2013, July). Major employee leave laws. *Webcredenza*. Managing Employee Leave telephone seminar.
- Willner, K., Sonnenberg, S., Wemmer, T. H., & Kochuba, M. (2016). Workplace personality testing: Towards a better way of determining whether personality tests are prohibited pre-offer medical exams under the Americans with Disabilities Act. *Employee Relations Law Journal*, 42(3), 4-27.

Leadership

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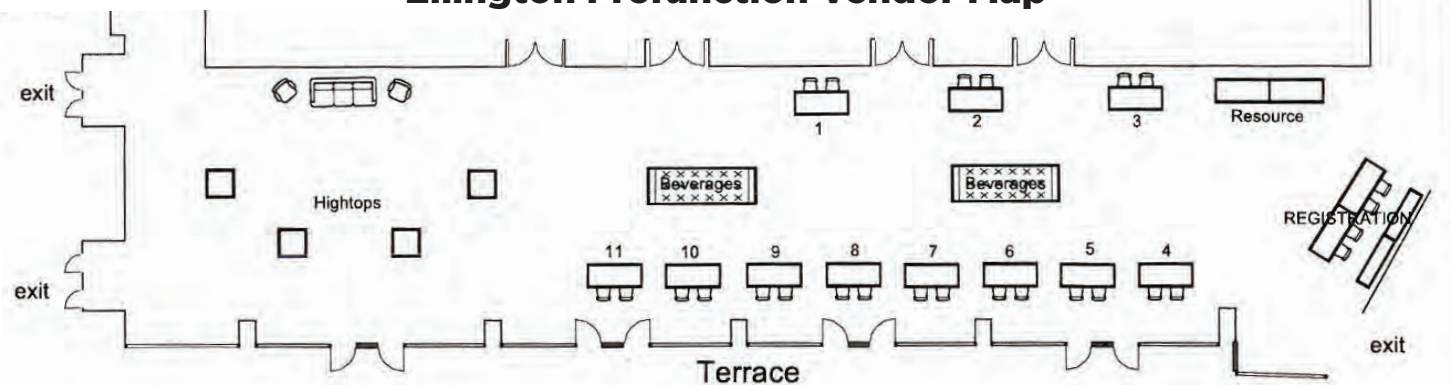
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LOEWS HOTELS



Ellington Prefunction Vendor Map



- | | |
|-----------------|---------------------------------|
| 1. DDI | 7. Echospa |
| 2. BTS | 8. SHL |
| 3. Modern Hire | 9. Data Solutions International |
| 4. Hogan | 10. Rocket-Hire |
| 5. EASI-Consult | 11. HireVue |
| 6. APTMetrics | |

Networking Dinners

Join your peers on Friday night, October 25, 2019, at one of these excellent dinner sites!

Get together with other LEC attendees and some of the exceptional speakers in a fun and relaxed atmosphere. Dig deep into topics, network, or just enjoy the cuisine. The choice is yours!

Meet in the Ellington Prefunction area by 5:45 PM. Better yet, come at 5:00 and enjoy the social hour (sponsored by APTMetrics) where you might win a free dinner!

Sign up at the registration desk before 10:30am Friday. This event is optional and dinner cost is not included in LEC registration.

5 Church

5 Church provides cutting edge interior design & sophisticated ambiance and an amazing menu.



Empire State South

Empire State South takes a modern approach to creating authentic Southern dishes inspired by beautiful regional foods.



South City Kitchen

In the heart of Midtown Atlanta, a beloved bungalow restaurant nestled among the skyscrapers.



Bulla Gastrobar

Known for its fun, communal atmosphere, imaginative cocktail program and elevated level of Spanish fare.



STK

STK artfully blends two concepts into one. Enjoy a mix of modern steakhouse and chic lounge while a DJ rates an energetic vibe.



The Consulate

The Consulate combines India, Ireland, Korea and Brazil for a culinary journey.



Oceanaire Seafood

This lavish seafood restaurant trumpets a global selection of fresh fish and oysters.



Ecco

A nationally recognized restaurant flawlessly delivering European cuisine.



Ri Ra Irish Pub

Restored in Ireland Ri Ra embodies the genuine Irish pub.



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